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**THEODORE  
ROOSEVELT**

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**College & Career  
Academy**

## Vision

Every Student Proficient and Prepared for College  
and Careers

## Mission

The mission of Theodore Roosevelt College and Career Academy is to maximize the potential of each student, creating the urgency to reach proficiency and assuring that students are given the greatest opportunity to learn and perform at high levels through premium-quality teaching and leadership as well as an effective, supportive learning environment.

# In The Beginning...

## Strategic Plan Development

- Conducted a *Collaborative Quality Analysis (CQA)*® using our School Design Rubric to assess the school's current strengths and areas of opportunity
- *School Design Rubric* – based on 52 Features of an Outstanding School, which are tied to the EdisonLearning proprietary Five Strand Design®

# Features of an Outstanding School

## Reflective Questions...

- How well is the school set for leading and managing change? (*Leadership*)
- How well does the school promote and foster environments that support learning and motivation? (*Learning Environment*)
- How well does the school use assessment, data, and feedback to promote learning? (*Assessment for Learning*)

# Features of an Outstanding School

## Reflective Questions...

- How good are opportunities for learning and developing learners? *(Pedagogy & Curriculum)*
- How well does the school use its internal and external resources to meet the spectrum of need for all learners? *(Student & Family Support)*

## Before EdisonLearning....

- Comprehensive building survey completed in May 2012
  - Cooling and heating systems were not functioning properly
  - Damaged Lockers
  - Disorganized learning spaces
  - Bathrooms were in disrepair
  - Grounds were not properly maintained



**350 – Damaged stairs at main entrance**







**324 – Damaged ceiling tiles/open ceiling**

# Systemic Challenges Pre-EdisonLearning

## *Major Stakeholder Concerns in 2012*

- Fear - lack of School Safety
- High Truancy - average of 43 initial monthly referrals
- 67% Attendance Rates
- Lack of a consistent, comprehensive Behavior Management System

# Academic Challenges Pre-EdisonLearning

## *2012 Pertinent DATA Points*

- 47% Graduation Rate
- 75% of students fell far below grade level in Reading according to SRI & LevelSet
- 60% of graduating seniors enrolled in a 2-4 year college or vocational program
- 58% average of under-accredited students

# Academic Challenges Pre-EdisonLearning

## *2012 TEST DATA*

- 19.5% Passed ISTEP+ ELA
- 18.1% Passed ISTEP+ Math
- 26.8% Passed ECA ELA
- 16.3% Passed Algebra I ECA

# Astounding 2012 Data Points

- Missing transcripts and inaccurate transcript evaluations
- High percentage of under-accredited students
- Lack of universal screener data to gauge literacy /math attainment & differentiate instruction
- Unopened and unused intervention materials and software licenses

We Shifted in 2013 &  
We Are Getting Results

***Meet the New & Improved  
EdisonLearning  
Theodore Roosevelt  
College & Career Academy***









# High Impact Systematic Changes since 2012

- Collaborated with safety/security specialist to create & implement a comprehensive School Safety Plan
- Hired full time Truancy Officer who works with the courts to assist families & curtail truancy
- Implemented a Board approved Positive Behavior Discipline/Intervention Plan

# High Impact Systematic Changes since *2012*

- Established the VIP attendance incentive program to motivate students /increase attendance
- Established a College-Going Culture (college tours, financial workshops, scholarship search)

# High Impact Systematic Changes since *2012*

- Redesigned the school day to allow for daily teacher pd and collaboration
- Administer universal screeners in Reading and Math to provide tiered, intentional interventions (SRI, SMI, Achieve Level Set)
- Provide on-going training and coaching for Leaders, Teachers and Staff

# Our Improvement Underpinnings

*EdisonLearning Eight Core Values*

+

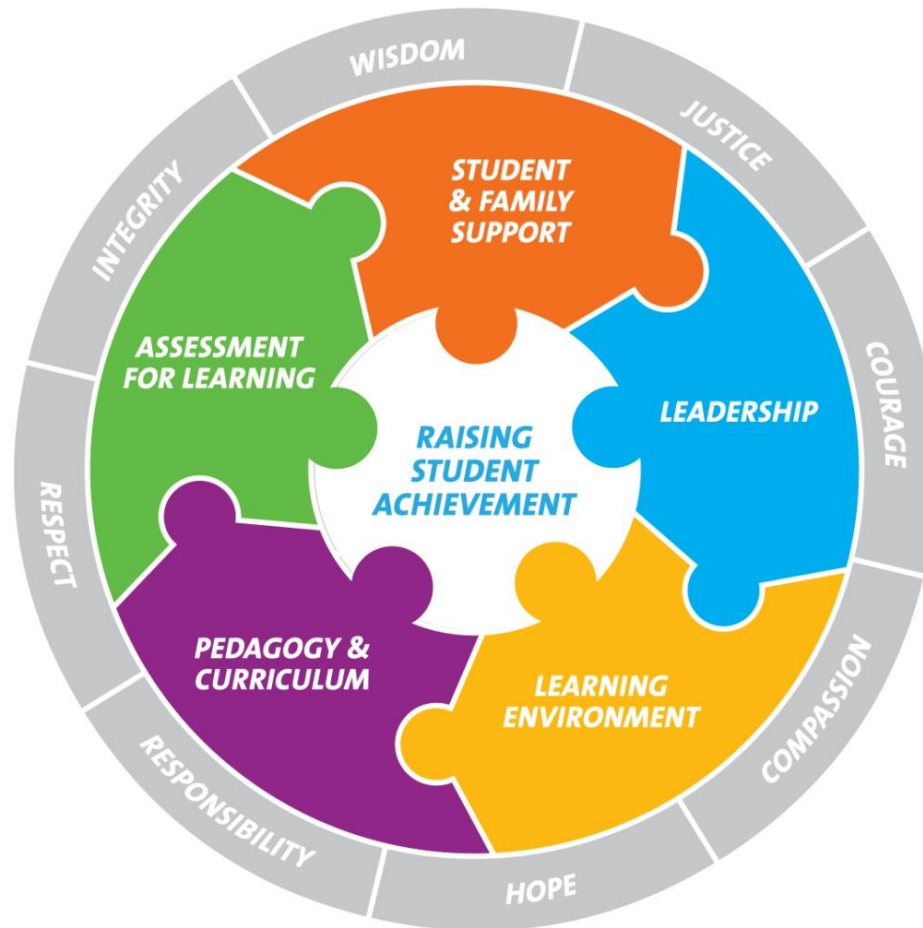
*The EdisonLearning 5 Strand Design®*

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*Sustained Success*

# Core Values





# EdisonLearning's Five Strands®

A Holistic Approach to Student Achievement

## Turnaround Principle #1: Provide strong leadership

- Strategic Principal Mentoring & Coaching
- Targeted support for Admin from DOA Specialists
- Distributive Leadership Team Model
- Weekly & Monthly Professional Development
- Fidelity Framework for Learning and Teaching Coaching Model
- Administrative Classroom Walk-through's and Reflective Discourse



## Turnaround Principle #2:

### Ensure that teachers are effective and able to improve instruction

- Administrators observe all classes regularly and provide timely oral and written feedback that focuses on improvement of instruction
- Daily collaboration time for house teams
- Teacher performance measured against the EdisonLearning Framework for Learning and Teaching quarterly
- Co-Teaching Model Implementation
- Teacher Professional Growth Plans



## Turnaround Principle #3: Redesign the school day, week, or year

- Daily “Our Meeting” sessions facilitated by trained Learning Coaches
- Credit Recovery (built in to the school day and after school, at no cost to families)
- After-School Tutoring available to all students
- Summer School Session to recover credits
- Summer Transition Program for incoming 9<sup>th</sup> graders



## **Turnaround Principle #4: Strengthen the school's instructional program based on student needs**

- Read 180 Classes/System 44 Classes & Math 180 Interventions based on SRI and SMI Universal Screeners
- School-wide literacy and writing: Achieve 3000 & Writing Course
- Blended Learning Course Options
- Co-taught ELA and Mathematics Classes
- Alternative Education Program



## Turnaround Principle #5: Use data to inform instruction for continuous improvement

- Scholastic Reading Inventory (SRI)
- Ongoing benchmark assessments (ELA and Math)
- Achievement Teams meet weekly to disaggregate data and make instruction decisions
- Student Led Conferences (SLCs)
- Key Lead Academies



## Turnaround Principle #6:

### Establish a school environment to improve school safety and discipline

- EdisonLearning 8 Core Values
- School-wide Community Code
- Classroom Management Professional Development
- Behavior Matrix
- 2 School Resource Officers
- Alternative Education Program
- Very Important Panther (VIP)
- Positive Behavior Support (tickets)

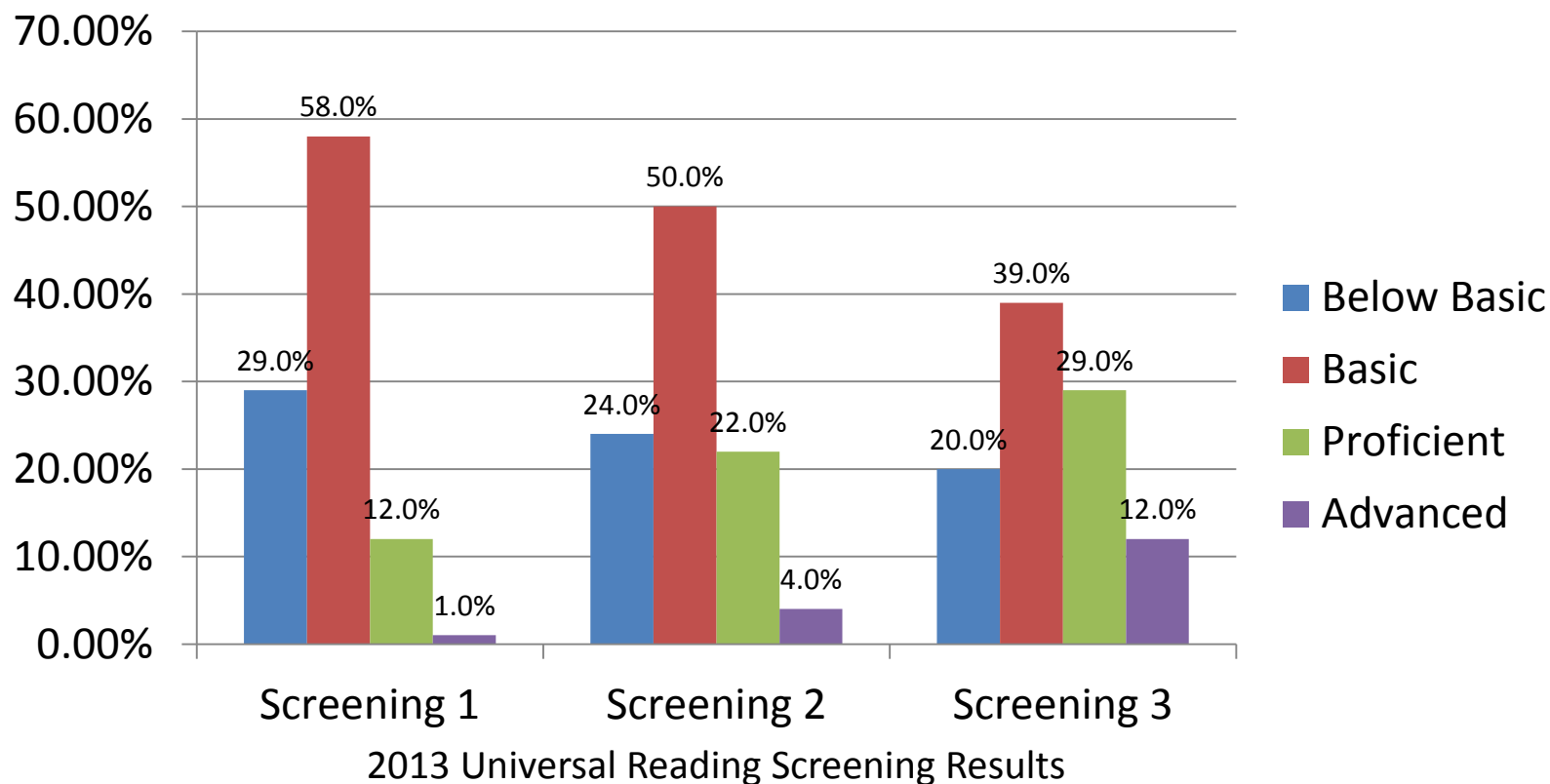


## Turnaround Principle #7: Provide ongoing mechanisms for family and community engagement

- Quarterly Student Led Conferences
- Student & Family Engagement Coordinator
- Monthly Parent Meetings
- Semi-Annual Open Houses
- Monthly Principal Panther Parent Newsletters
- Community Partner's Breakfast



# Program Fidelity Results in 28% Improvement in Proficient/Advanced Literacy Levels



# Our Progress is Consistent & On-going

- Students demonstrated a mean gain of 79.9 Lexile Points
- Students demonstrated an average 43.8 point gain on Critical Thinking components and an average 21.3 point gain on Vocabulary components
- 62% of students are logging on to Achieve3000 outside of school hours

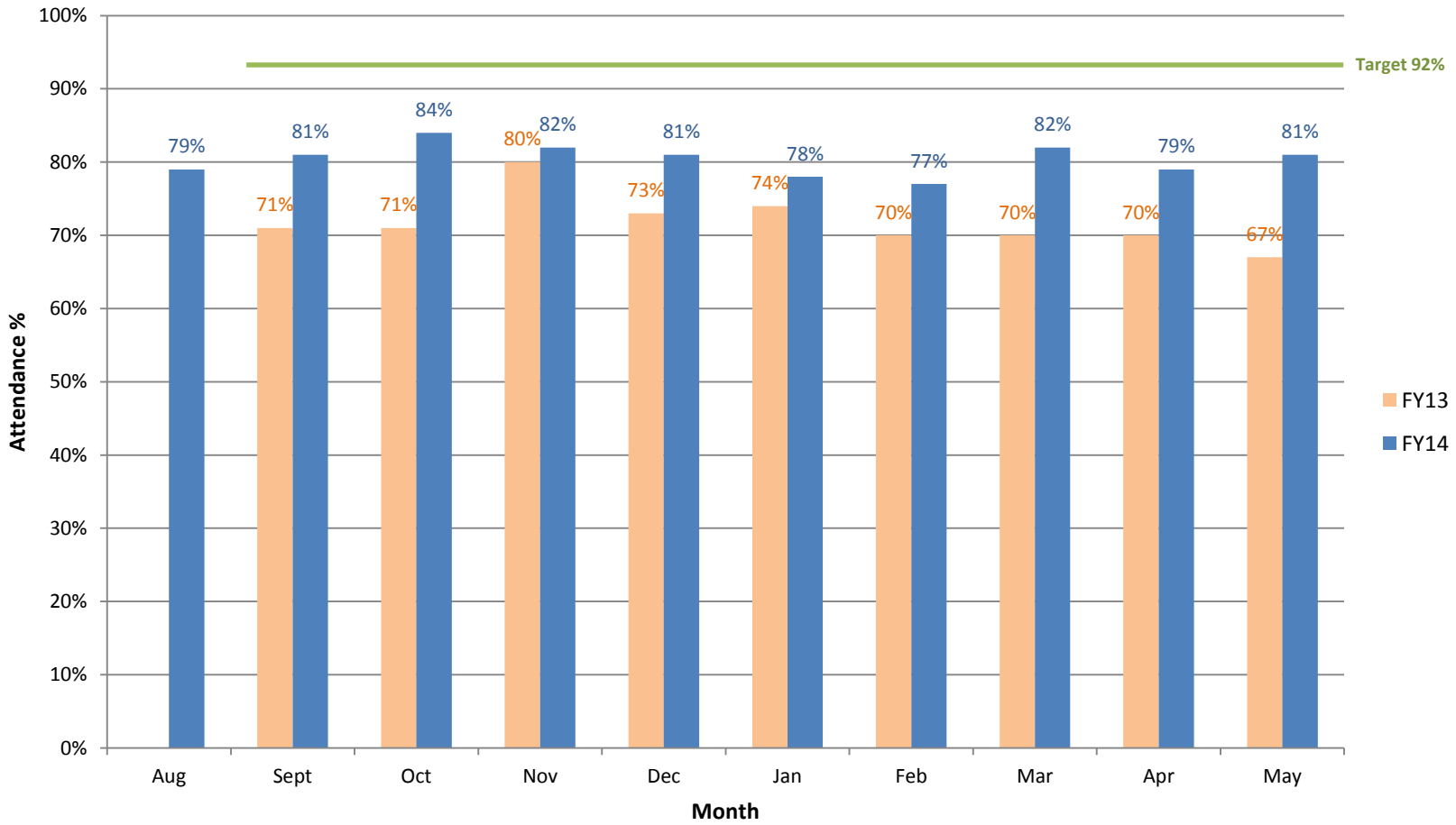
# Our Bottom Line Results

- Safe, Orderly, and Caring Learning Environment
- Higher Student Performance
- Quality School Leaders, Teachers & Staff
- Family and Community Partnerships

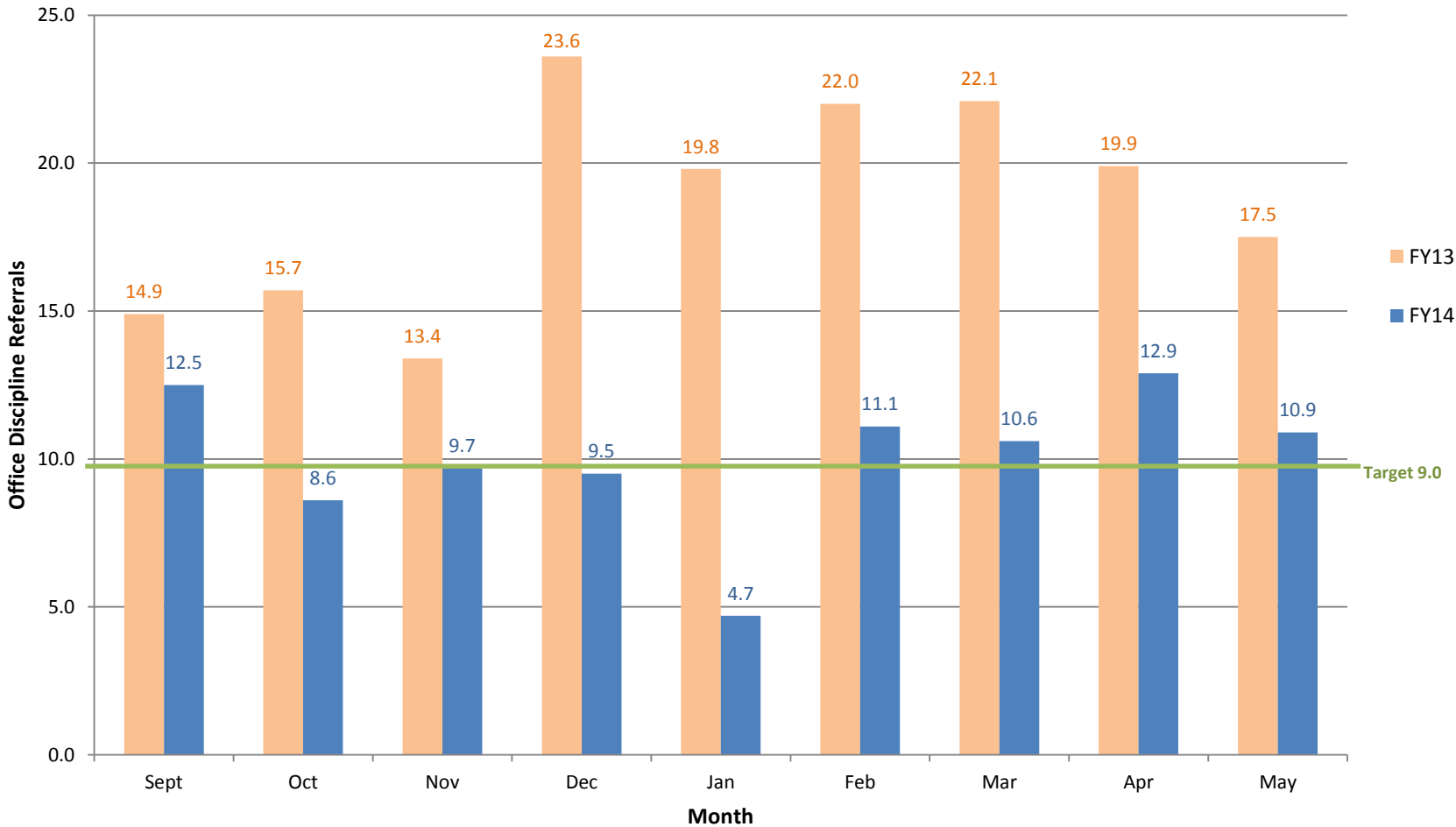
# The Proof is in the Numbers

	2012	2014
Graduation Rate	47%	54%
College Enrollment	60%	77%
Avg. Office Discipline Referrals ( <i>per month</i> )	19.3	9.8
Attendance	67%	81%
Truancy Referrals	73	32

# Attendance Rates Continue to Improve



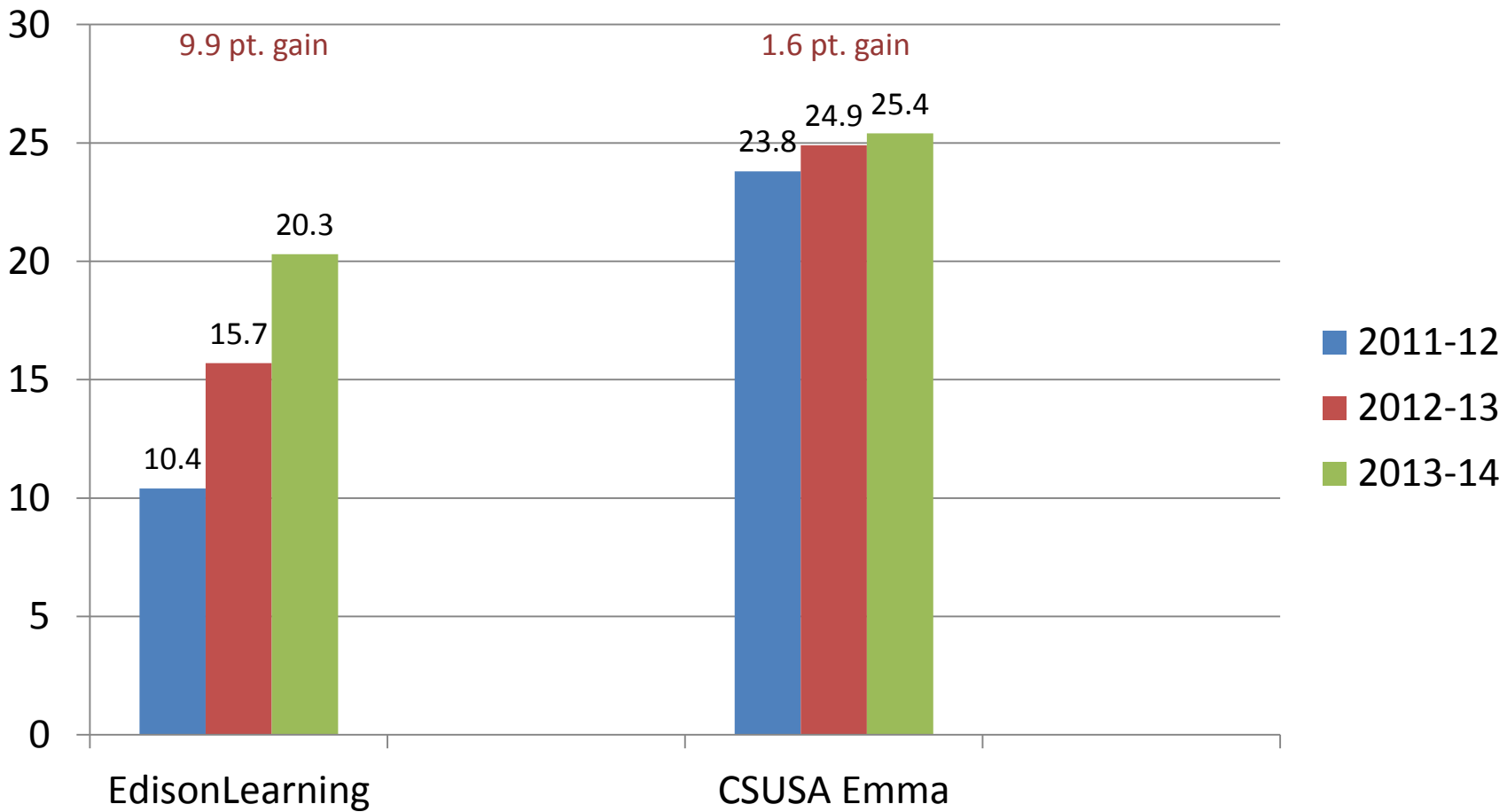
# Discipline Referrals Continue to Decline



# Comparative TSO Data

## ISTEP+: How Do We Measure Up?

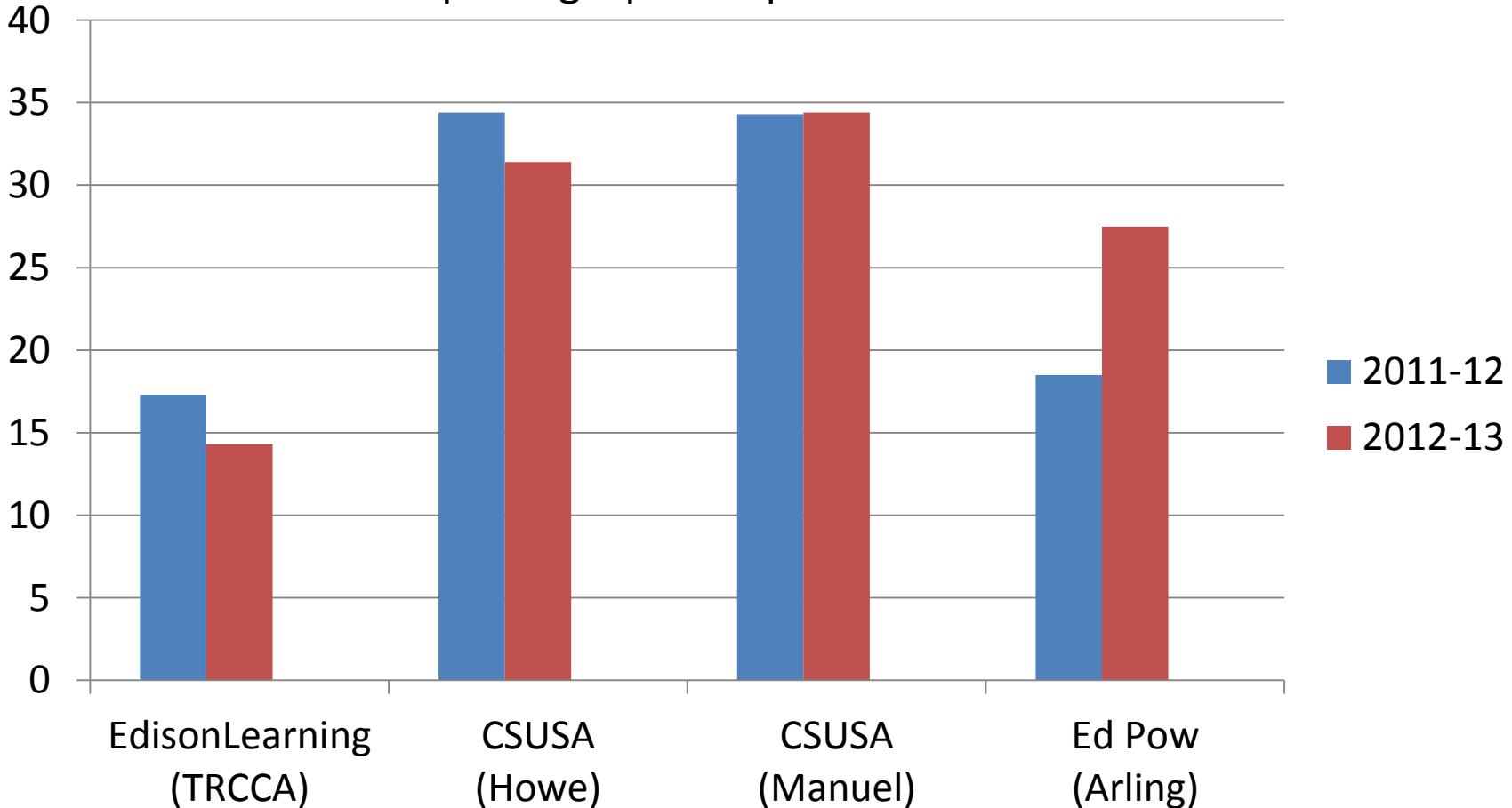
TRCCA made significantly greater gains than other schools



# Comparative TSO Data

## ECA: How Do We Measure Up?

EdisonLearning is experiencing challenges and is putting a plan in place to address



# Operations & Facilities

# Operations

- Full time Site Operations Manager
  - *Ensures compliance around all legal, IDOE and school funding matters*
  - *Manages contracts with vendors (food service, transportation, food services, etc)*
  - *Manages the employment process and ensures all procedures are followed*
  - *Oversees maintenance of school facilities*

## Operations *(Continued)*

- EdisonLearning has paid for over \$150,000 worth of building repairs since the beginning of the TRCCA Turnaround Project to ensure successful school operations
- Roosevelt Maintenance Matrix – drafted on 3/27/13 and included in the *Operations Maintenance and Repair Agreement*

Roosevelt College & Career Academy Building Improvements		
Category	Description of task	Vendor
Building Improvement	Replace main entrance steps & sidewalk; Re-open main entrance to school	Powers & Sons
Building Improvement	Add main entry exterior staircase railings	Powers & Sons
Building Improvement	Replace existing ceiling grid as required to allow new light fixtures adja	Powers & Sons
Building Improvement	Install new interior lighting in 1st and 2nd floor corridors	Powers & Sons
Building Improvement	Paint corridor walls, existing ceiling tile and grid, plaster ceilings in corridors of 1st and 2nd Floors	Powers & Sons
Safety and Security	Install interior Wayfinding system of 8" x 8" x 1/4" signs throughout 1st & 2nd Floors.	Powers & Sons
Safety and Security	Install 12 fire extinguisher cabinets and wall brackets	Powers & Sons
Safety and Security	Install new ADA ramp and concrete approach at ADA entrance	Powers & Sons
Building Improvement	Install drywall locker infills on 1st and 2nd floors	Powers & Sons
Building Improvement	Replace lockers on 1st and 2nd floors	Powers & Sons / Republic
Safety and Security	Install security partitions and doors between 2nd and 3rd floors	Powers & Sons
Safety and Security	Change exterior door locks	Icon
Building Improvement	Remove gated door from storage area - JA - D113	EdisonLearning
Building Improvement	Repair electrical service in cafeteria	Indigo
Building Improvement	Paint identified bathroom doors and partitions	Jaber
Building Improvement	Remove mop basin and the installation of new sink in 1st floor janitorial closet	W&W Plumbing
Building Improvement	Install Server Room Rm A/C Unit	Indigo
Safety and Security	Install Key Card Access at Staff door and	Powers & Sons
Safety and Security	Repair Exterior Pole Lights	Powers & Sons
Building Improvement	Repair doors, hardware, side lights on 1st and 2nd floor	Powers & Sons
Building Improvement	Install display cases and millwork on 1st and 2nd floors	Powers & Sons
Safety and Security	Relocate Fire Alarm Strobe due to installation of partition	Powers & Sons
Building Improvement	JA 209A - remove room divider w/ tracks	EdisonLearning
Safety and Security	Install ADA striping and signage	Powers & Sons

# FACILITIES

***Building conditions continue to be the greatest challenge to the turnaround project at TRCCA.***

# Facility-Related Transition Challenges

- Equipment
  - Heating/Cooling System not working properly (lack of air in warmer months and lack of heat in cooler months resulting in loss of instructional time)
  - Multiple Repairs - Pool, Stadium, Track and Small Gym

# Finance-Related Transition Challenges

- Funding for Turnaround – 1 year SIG vs. traditional 3-year SIG for traditional turnarounds
- Building renovations needed including the pool, stadium, and football field
- Shared services

At TRCCA...  
Achievement is **NOT** optional!

